Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for People and Organisational Development by Staff grouping

Total respondents: 22

Produced by People Insight in July 2016

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People and Organisational Development	Questions in the "Goal Clarity" section	Non Uniformed
G 100% 0% 0%	1. I understand the priorities or Missions & Aims of MFRA	G 100% 0% 0%
G 91% 9% 0%	2. I am clear about what I am expected to achieve in my job	G 95% 5% 0%
G 100% 0% 0%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 100% 0% 0%
A 64% 9% 27%	4. Senior Managers provide a clear vision of the overall direction of MFRA	A 67% 10% 24%
G 89% 5% 7%	**Section averages**	G 90% 4% 6%

People and Organisational Development	Questions in the "My Job" section	Non Uniformed		
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🟩 G 86% 9% 5%	1. I enjoy my work	🟩 G 90% 5% 5%		
🟧 A 68% 23% 9%	2. My job makes the best use of the skills and abilities that I have	🟧 A 67% 24% 10%		
🟩 G 82% 14% 5%	3. I get a sense of personal accomplishment from my work	🟩 G 86% 10% 5%		
🟩 G 82% 18% 0%	4. I feel that my work contributes to Safer Stronger Communities	🟩 G 81% 19% 0%		
🟧 A 59% 23% 18%	5. I feel supported in my role	🟧 A 62% 24% 14%		
🟥 R 27% 27% 45%	6. I have a sense of good job security	🟥 R 29% 29% 43%		
🟧 A 67% 19% 14%	**Section averages**	🟧 A 69% 18% 13%		

People and Organisational Development	Questions in the "Employee Involvement" section	Non Uniformed
G 91% 5% 5%	1. I am able to use my own initiative at work to do my job	G 95% 5% 0%
G 91% 5% 5%	2. I am encouraged to suggest new ideas for improvements	G 90% 5% 5%
G 73% 9% 18%	3. I am comfortable to speak up and constructively challenge how things are done	G 76% 10% 14%
R 55% 14% 32%	4. People communicate openly here regardless of position or level	R 57% 14% 29%
G 77% 8% 15%	**Section averages**	G 80% 8% 12%

People and Organisational Development	Questions in the "Teamwork" section	Non Uniformed
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G 73% 18% 9%	1. Morale in my immediate team/watch/section is generally high	G 76% 14% 10%
A 59% 18% 23%	2. We are good at sharing ideas to make things work better	A 62% 19% 19%
R 41% 36% 23%	3. Different parts of the service work well together	R 43% 38% 19%
A 58% 24% 18%	**Section averages**	A 60% 24% 16%

People and Organisational Development	Questions in the "Learning & Development" section	Non Uniformed		
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G 95% 5% 0%	1. I have received the training and development I need to do my job well and safely	G 95% 5% 0%		
G 73% 14% 14%	2. I have the right opportunities to learn and grow at work	G 76% 14% 10%		
G 95% 5% 0%	3. I have the knowledge and skills I need to do my job well	G 95% 5% 0%		
G 77% 9% 14%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	G 76% 10% 14%		
G 86% 9% 5%	5. I have good quality equipment to help me do my job	G 90% 10% 0%		
G 85% 8% 6%	**Section averages**	G 87% 9% 5%		

People and Organisational Development	Questions in the "Recognition & Reward" section	Non Uniformed
A 68% 5% 27%	1. In the last week, I have received thanks or praise for doing good work	A 71% 5% 24%
A 59% 18% 23%	2. I feel valued and recognised for the work that I do by my line manager	A 62% 19% 19%
G 82% 5% 14%	3. I feel valued and recognised for the work that I do by other team members	G 86% 5% 10%
A 68% 9% 23%	4. I feel valued and recognised for the work that I do by senior managers	A 71% 10% 19%
G 77% 9% 14%	5. I receive feedback on my work	G 76% 10% 14%
A 71% 9% 20%	Section averages	G 73% 10% 17%

People and Organisational Development				Questions in the "Management Effectiveness" section	Non Uniformed			
G	77%	9%	14%	1. My manager communicates regularly about issues that affect my work	G	76%	10%	14%
G	82%	9%	9%	2. My manager makes time for me	G	86%	5%	10%
G	82%	14%	5%	3. My manager treats people fairly and with respect	G	86%	10%	5%
A	68%	23%	9%	4. My manager gives me regular feedback on how I am doing	A	67%	24%	10%
R	41%	41%	18%	5. Senior managers do what they say they are going to do	R	43%	38%	19%
A	59%	18%	23%	6. Employees at my level are able to communicate their concerns to higher management	A	62%	19%	19%
R	18%	41%	41%	7. MFRA Members engage well with staff at MFRA	R	19%	38%	43%
R	36%	45%	18%	8. I have confidence in the future of MFRA	R	38%	43%	19%
A	58%	25%	17%	**Section averages**	A	60%	23%	17%

People and Organisational Development	Questions in the "Culture & Values" section	Non Uniformed
G 86% 14% 0%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 90% 10% 0%
G 91% 0% 9%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 90% 0% 10%
G 77% 9% 14%	3. I feel able to make decisions without fear of being blamed if things go wrong	G 76% 10% 14%
G 91% 5% 5%	4. Generally we resolve any differences of opinion amicably	G 90% 5% 5%
A 64% 27% 9%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	A 67% 24% 10%
R 50% 45% 5%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	A 52% 43% 5%
G 91% 9% 0%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G 90% 10% 0%
G 82% 5% 14%	8. I feel Merseyside Fire and Rescue Authority treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	G 86% 5% 10%
A 73% 5% 23%	9. I feel valued	G 76% 5% 19%
G 77% 18% 5%	10. I am able to strike the right balance between my work and home life	G 81% 14% 5%
G 78% 14% 8%	**Section averages**	G 80% 12% 8%

People and Organisational Development	Questions in the "Change Management" section	Non Uniformed
G 100% 0% 0%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 100% 0% 0%
A 68% 18% 14%	2. I am communicated with about change that affects me in good time	G 71% 14% 14%
A 55% 36% 9%	3. Change here is well managed overall	A 57% 33% 10%
A 64% 14% 23%	4. Change within my team is well managed	A 62% 14% 24%
R 41% 23% 36%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 43% 19% 38%
R 41% 45% 14%	6. A lot is done to help staff prepare for and cope with change	R 43% 48% 10%
A 61% 23% 16%	**Section averages**	A 63% 21% 16%

People and Organisational Development	Questions in the "Overall" section	Non Uniformed
G 86% 14% 0%	1. I am proud to say I work for MFRA	G 90% 10% 0%
G 91% 9% 0%	2. Working here makes me want to do the best I can	G 90% 10% 0%
G 73% 14% 14%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G 76% 10% 14%
G 91% 5% 5%	4. I care about the future of MFRA	G 90% 5% 5%
G 86% 9% 5%	5. I would still like to be working at MFRA in two years' time	G 86% 10% 5%
G 85% 10% 5%	**Section averages**	G 87% 9% 5%

Breakdown of respondents for Merseyside Fire and Rescue: People and Organisational Development

Staff grouping	Total
Uniformed	1
Non Uniformed	21
Control	0
Total	**22**